



Independence Institute 2015 School Board Candidates Briefing

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Topics

▶ Choice and Charters

- ▶ Open enrollment
- ▶ Public charter schools
- ▶ Innovation schools and other types of public schools

▶ Educator Effectiveness, Assessment, and Accountability

- ▶ Teacher tenure and SB 191
- ▶ Assessments
- ▶ School and district accountability

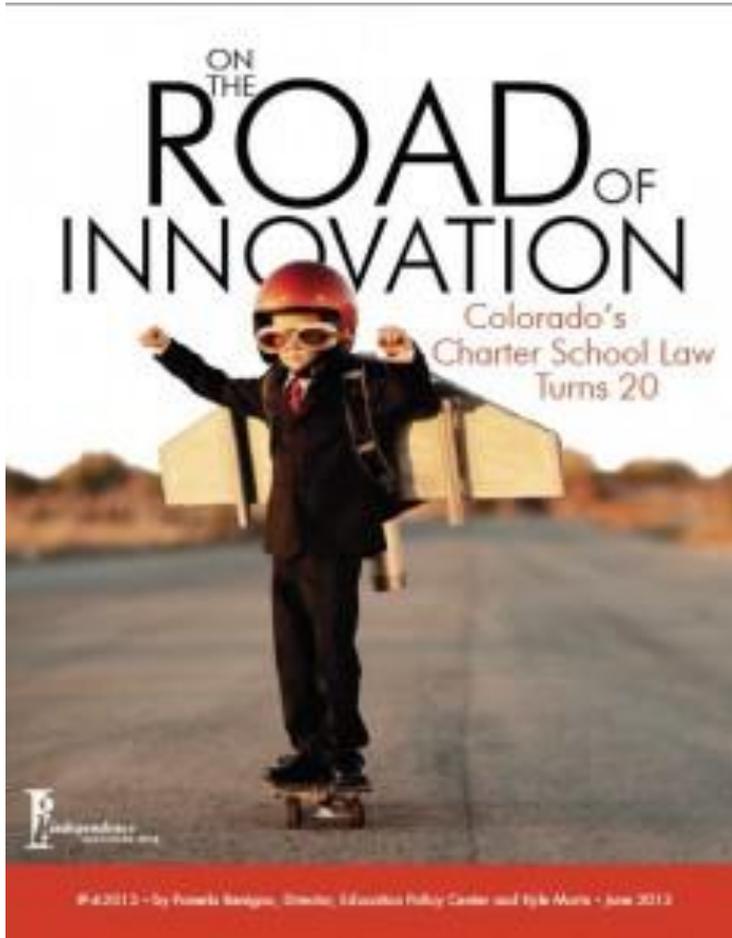
▶ School Finance and Compensation

- ▶ School funding in Colorado
- ▶ School finance formula
- ▶ Financial transparency
- ▶ Compensation reform
- ▶ District-level finance innovation – Student-based budgeting

▶ Collective Bargaining Reform

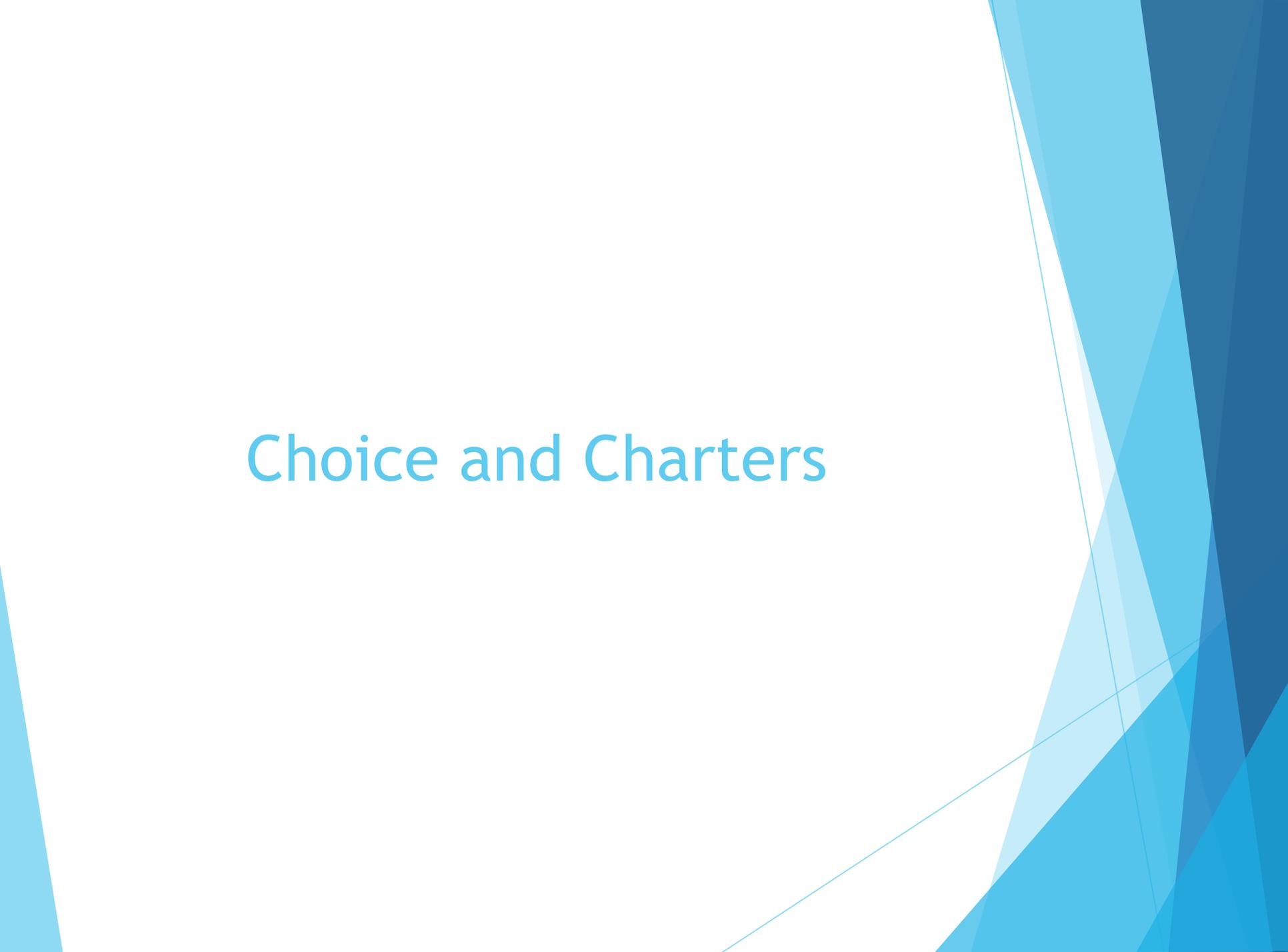
Education in Colorado

The Wild, Wild West



- ▶ Local school boards exercise constitutional control of instruction
- ▶ No state-mandated collective bargaining or union membership
- ▶ Intradistrict and interdistrict open enrollment
- ▶ Strong charter school law (more than 20 years old)

Choice and Charters

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Open Enrollment

- ▶ **Intradistrict**: Students may enroll in public schools other than their assigned neighborhood schools within their public school district's boundaries.
- ▶ **Interdistrict**: Students may enroll in public schools outside of their public school district's boundaries.
- ▶ Subject to only a few restrictions (available space, accommodations, etc.)



Public Charter Schools

Charter schools are public schools that are given additional flexibility to innovate through waivers exempting them from certain state requirements.

Charter schools:

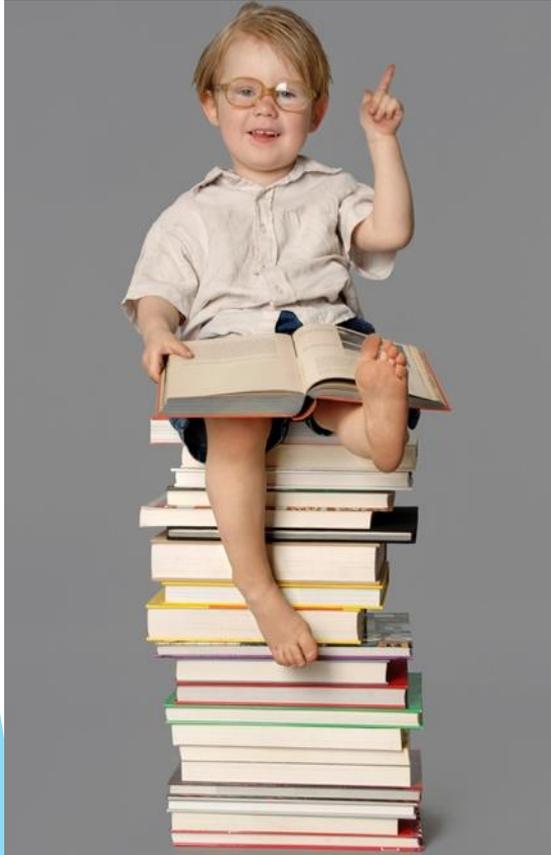
- ▶ Cannot charge tuition
- ▶ Cannot have special entrance requirements
- ▶ Are bound by federal and state public school laws
- ▶ Must administer state academic tests and conform to state academic standards
- ▶ May not discriminate
- ▶ Must accept students with disabilities and/or special needs if possible
- ▶ May not teach religion

Charter Schools Facts

- ▶ More than 100,000 students enrolled at 214 charter campuses in Colorado (approx. 12 percent of all public school students).
- ▶ Six of the state's top 10 middle schools and seven of the top 10 high schools in Colorado are charter schools. Additionally, five of the 10 schools with the highest ACT scores in Colorado were charters.
- ▶ Charters are often underfunded compared to traditional public schools because they pay for their own facilities, and are frequently excluded from mill levy override revenue and bond issues.



Other Types of Public Schools



- ▶ **Innovation schools**
 - ▶ The Innovation Schools Act allows schools or groups of schools to apply for waivers from certain statutory requirements through their local school board and the Colorado State Board of Education.
 - ▶ There are 60 innovation schools across nine Colorado school districts. Thirty-eight of these schools are in Denver.
- ▶ **Option and magnet schools**
- ▶ **Online schools**



HOME
PAGE

PUBLIC
SCHOOL
CHOICE

NON-PUBLIC
SCHOOL
CHOICE

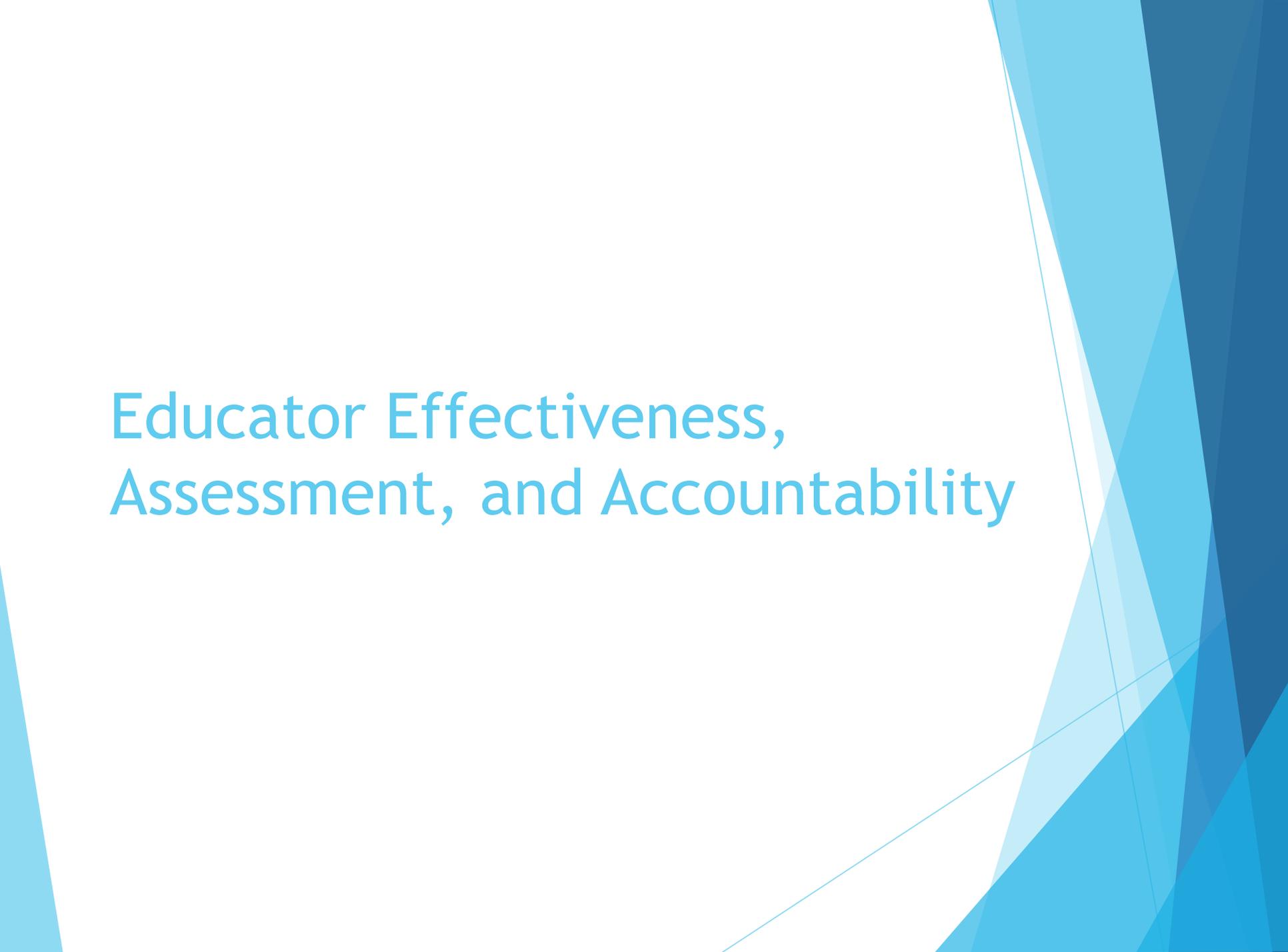
HELPFUL
RESOURCES

Empowering Families to Know Their Educational Options

Learn About:

- **Public school options near you**
- **Open enrolling into a school**
- **School report cards**
- **If your child's school is safe**
- **Private school scholarships... and more**

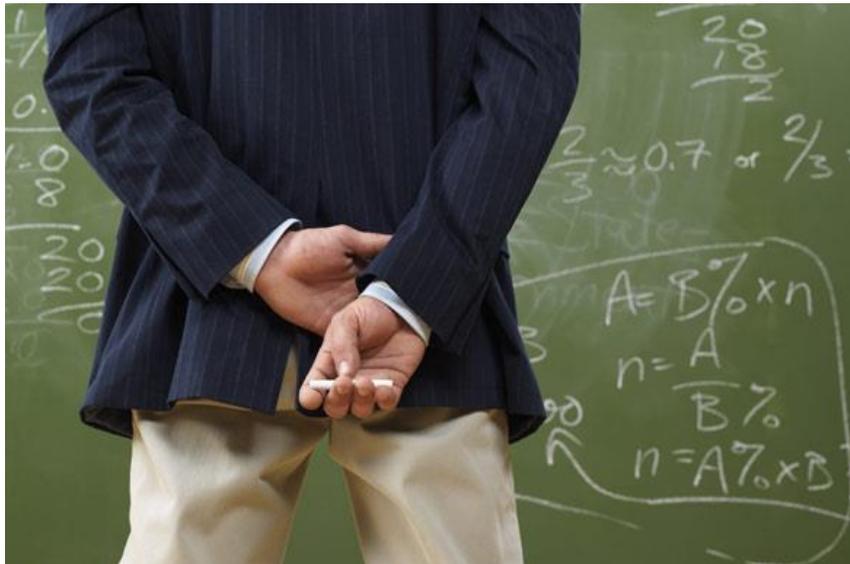


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Educator Effectiveness, Assessment, and Accountability

Teacher Tenure

- ▶ Teacher tenure is a statutory provision that provides near-complete job security once a teacher has been employed for a certain period of time.
- ▶ In Colorado, teacher tenure is known as “non-probationary status.”
- ▶ Previously, teachers were granted non-probationary status in Colorado after three years of continuous teaching.



Senate Bill 191

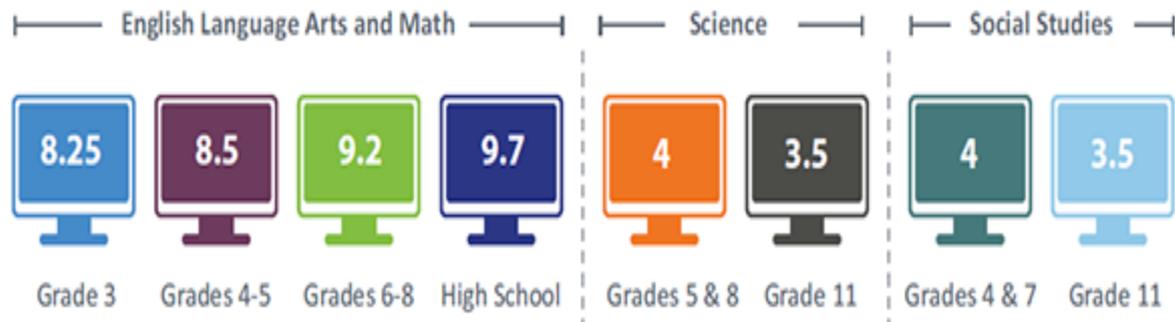


- ▶ Fifty percent of teacher and principal effectiveness ratings tied to multiple measures of student academic growth
- ▶ Teacher effectiveness ratings tied to the earning or loss of non-probationary status
- ▶ “Mutual consent” of both a teacher and a principal when placing the teacher into a new school.
- ▶ Effectiveness ratings as a significant factor in layoff decisions, with seniority considered after effectiveness instead of the other way around.

Passed in 2010, SB-191 was supposed to have been fully implemented in the 2014-15 school year. It has once again been delayed until at least 2015-16.

Assessment

- ▶ In the 2015-16 school year, the following tests are required:
 - ▶ English language arts 3rd through 9th grade (federally required, pending waiver)
 - ▶ Math in grades 3rd through 9th grade (federally required, pending waiver)
 - ▶ Science in grades 5, 8 and once in high school (federally required)
 - ▶ Social studies in grades 4, 7 and once in high school (to be done on a sampling basis with schools participating only once every three years)
 - ▶ College preparatory exam in 10th grade
 - ▶ College entrance exam in 11th grade
- ▶ Annual time spent on state assessments in 2015-16 (CDE):



School and District Accountability

- ▶ Colorado's school and district accountability system is primarily based on School and District Performance Frameworks (SPFs and DPFs).
- ▶ These frameworks contain achievement data, growth data, and college and career readiness data when appropriate.

District Performance Framework 2014										Level: EMH						
District: THOMPSON R2-J - 1560										(All - 3 Year)						
Accredited																
Performance Indicators					Rating		% of Points Earned out of Points Eligible ²									
Academic Achievement					Meets		75.0% (11.3 out of 15 points)									
Academic Growth					Meets		67.9% (23.8 out of 35 points)									
Academic Growth Gaps					Approaching		51.7% (7.8 out of 15 points)									
Postsecondary and Workforce Readiness					Meets		67.2% (23.5 out of 35 points)									
Test Participation ³					Meets 95% Participation Rate											
TOTAL							66.4% (66.4 out of 100 points)									
<p>Accreditation Category Framework Points Earned</p> <p>Accred. w/Distinction at or above 80%</p> <p>Accredited at or above 64% - below 80%</p> <p>Accred. w/Improvement Plan at or above 52% - below 64%</p> <p>Accred. w/Priority Impr. Plan at or above 42% - below 52%</p> <p>Accred. w/Turnaround Plan below 42%</p> <p>Framework points are calculated using the percentage of points earned out of points eligible. For districts with data on all indicators, the total points possible are: 15 points for Academic Achievement, 35 for Academic Growth, 15 for Academic Growth Gaps, and 35 for Postsecondary and Workforce Readiness.</p>										<p>Finance⁴ Meets Requirements</p> <p>Safety⁴ Meets Requirements</p>						
<p>¹Districts do not receive points for test participation. However, districts are assigned one accreditation category lower than their points indicate if they do not (1) meet at least a 95% participation rate in all or all but one content area (reading, writing, math, science, social studies and COACT), or (2) for districts serving multiple levels (elementary, middle and high school grades, e.g., a 6-12 school), meet at least a 95% participation rate in all or all but one content area when individual content area rates are rolled up across school levels (elementary, middle and high school grades).</p> <p>²Districts do not receive points for finance and safety assurances. However, districts that do not meet requirements in at least one area default to Accredited with Priority Improvement (or remain Accredited with Turnaround Plan) until they meet requirements.</p>																
Test Participation Rates																
Content Area	% of Students Tested				Participation Rating				Students Tested				Total Students			
	Elem	Middle	High	Overall	Elem	Middle	High	Overall	Elem	Middle	High	Overall	Elem	Middle	High	Overall
Reading	99.3%	99.0%	97.0%	98.6%	Meets	Meets	Meets	Meets	10365	10365	6793	27523	10437	10474	7002	27913
Mathematics	99.3%	99.1%	97.2%	98.7%	Meets	Meets	Meets	Meets	10363	10377	6805	27545	10441	10472	6999	27912
Writing	99.4%	97.0%	97.0%	97.9%	Meets	Meets	Meets	Meets	10386	10155	6792	27333	10445	10474	7002	27921
Science	99.7%	99.1%	-	99.4%	Meets	Meets	-	Meets	3504	3453	-	6957	3515	3484	-	6999
Social Studies	100.0%	99.4%	-	99.7%	Meets	Meets	-	Meets	1148	1143	-	2291	1148	1150	-	2298
Colorado ACT	-	-	97.5%	97.5%	-	-	Meets	Meets	-	-	3066	3066	-	-	3145	3145

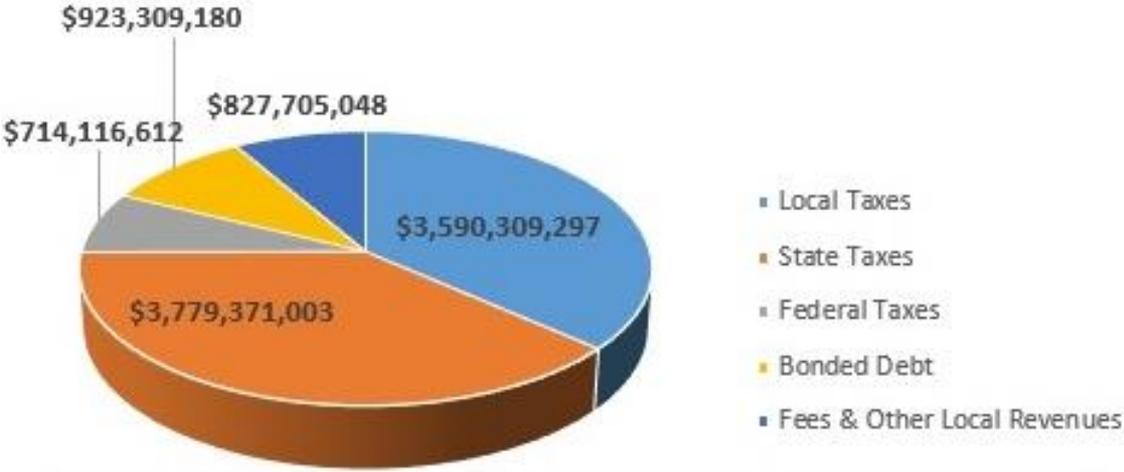
School Finance and Compensation

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Public Education Funding in Colorado

- ▶ Colorado K-12 public schools are funded through a combination of state, local, and federal tax dollars, in addition to various revenues collected through fees and private grants.
- ▶ A quick picture of total revenues for Colorado K-12 public education in the most recent year with available data:

Colorado K-12 Revenues (2012-13)



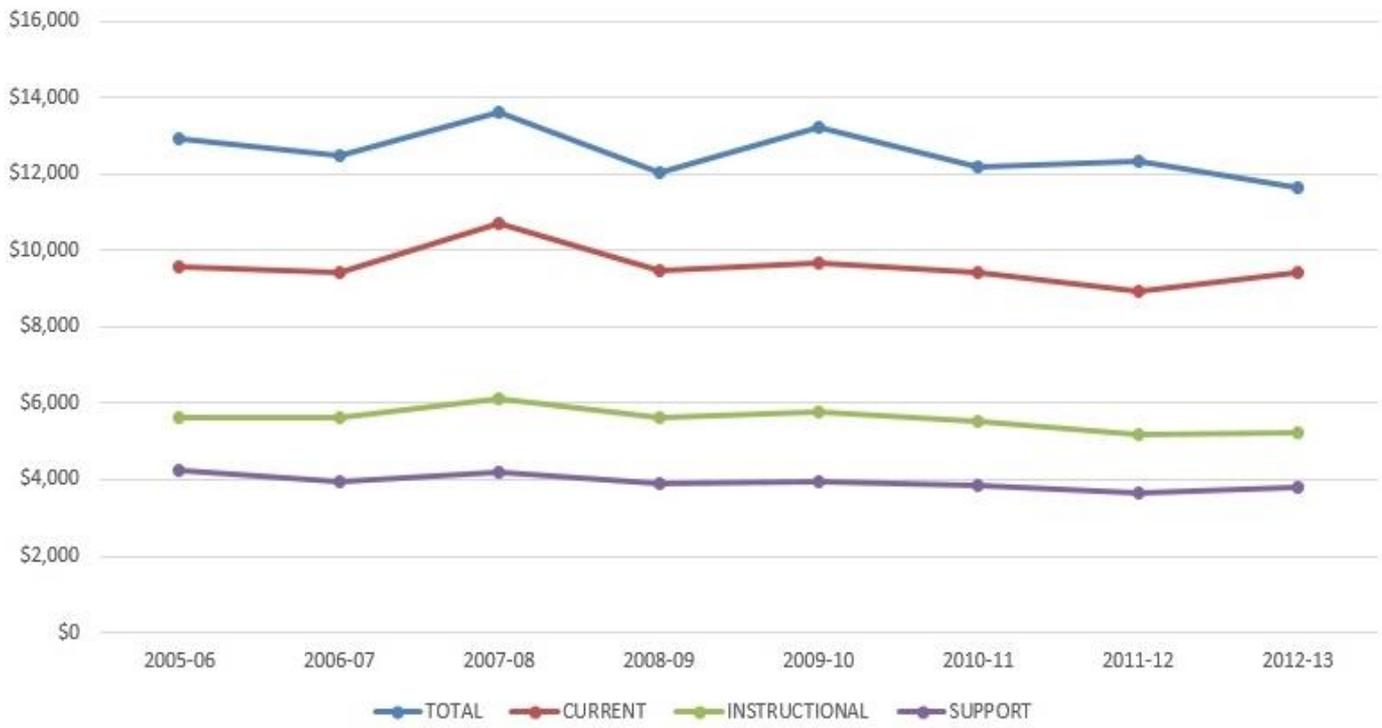
\$9 Billion+ in Total (Tax) Revenues
(Source: Colorado Department of Education)

School Funding Trends in Colorado

▶ Adjusted for inflation and real purchasing power, Colorado K-12 per-pupil spending was remarkably steady through the recent recession years:

Colorado K-12 Per Pupil Spending: 2005-06 to 2012-13

(Source: Colo. Dept. of Education; Adjusted 2012 Dollars)



School Finance Formula

- ▶ The primary (but not exclusive) source of funding for Colorado K-12 school districts is the School Finance Act formula, created and annually reauthorized by the state's General Assembly.
- ▶ The legislature sets the base funding amount and adjusts it according to a district's size, cost-of-living, personnel costs, and share of at-risk (low-income) students to determine **Per Pupil Revenue (PPR)**.
- ▶ The number of students enrolled during the October 1 fall count window helps to determine a district's current-year **Total Program** funding.
- ▶ School Finance Act allotments to districts are paid for by a combination of local and state funds.

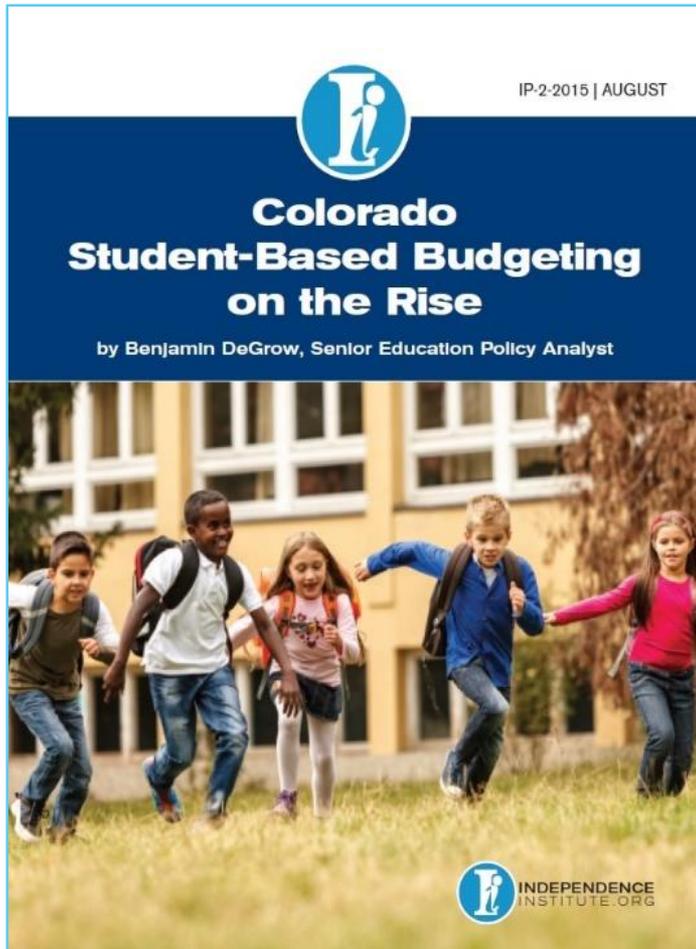


Financial Transparency

- ▶ In 2010 the Colorado General Assembly passed House Bill 1036, also known as the Public School Financial Transparency Act. The Act requires “local education providers” to post a wide range of financial information online in a free and downloadable format.
- ▶ By July 2017 the state is supposed to create and host a website where citizens can compare K-12 expenditures across districts and schools. The website will supersede and replace the requirement for school districts to post financial information on their own sites.



Student-Based Budgeting



- ▶ Also known as student-based allocation (SBA) or “backpack funding.”
- ▶ Designates a significant share of per-pupil funding to follow each student to the school where he or she is being served. That money should reach the school in the form of actual dollars that can be spent flexibly at school leaders’ discretion
- ▶ Already implemented in a number of Colorado districts, including Poudre, Falcon 49, and Denver.

Compensation Reform

- ▶ “Steps and Columns” schedules, the prevailing traditional system of teacher compensation, are based strictly on years of experience and graduate credit and degrees earned.
- ▶ The traditional salary schedule rose to prominent usage during the 1920s to 1950s as a way to combat unfair discrimination.
- ▶ Traditional salary schedules have become entrenched through a combination of administrative convenience and union political and negotiating power.

PERFORMANCE PAY PIONEERS:

Harrison's “Effectiveness and Results” Raises the Bar

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by Benjamin DeGrow
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Independence Institute

Compensation Reform - Concepts

- ▶ **Strategic compensation** is a comprehensive description that entails various means of linking pay to the promotion of strategic group or individual objectives
- ▶ **Performance(-based) pay or Pay for performance** distinguishes individual salary earnings based on objective measures of student academic data and/or professional evaluations
- ▶ **Merit pay** is an alternative definition of “performance pay” that often carries a connotation of linking compensation solely or primarily to student test scores
- ▶ **Incentive pay** offers bonuses for meeting professional goals, or provides incentives to work in hard-to-serve schools or fill extra roles (e.g., mentorship)
- ▶ **Differential pay** gives extra pay to teachers based on non-traditional external qualifications or service in a harder-to-fill capacity (e.g., math, special education)
- ▶ **Market-based pay** is a form of differential pay that uses measures of supply and demand to pay teachers different amounts by specialty or job description



Collective Bargaining Reform

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Collective Bargaining Reform

- ▶ Colorado context
 - ▶ One of nine states with discretionary bargaining
 - ▶ 38 of 178 districts = exclusive union representation
 - ▶ Other districts practice “meet and confer” or have no formal negotiation structure at all



Local Opportunities

- ▶ Stop using seniority to place teachers and determine layoffs
- ▶ End district payroll deductions of union dues
- ▶ Rein in union release time privileges
- ▶ Encourage more decision-making authority at the school level
- ▶ Limit privileged union access to district assets
- ▶ Allow teachers to be represented by whomever they choose in the event of a grievance
- ▶ Explore bargaining alternatives



Education Policy Center



Contact

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Other Resources

- ▶ <http://Education.i2i.org>
- ▶ <http://www.SchoolChoiceforKids.org>
- ▶ <http://www.EdsWatching.org>
- ▶ <http://www.IndependentTeachers.org>